

City of Hamilton

Fair Wage Policy
and
Fair Wage Schedule

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| <i>Fair Wage Policy</i> | |
| 1. POLICY STATEMENT <i>(formerly section 1)</i> | 1.1. Every Contractor and Sub-Contractor shall compensate their Employees in accordance with the Fair Wage Policy and Fair Wage Schedule on all Construction Contracts with the City. The compensation requirements as set out in the Fair Wage Policy and Fair Wage Schedule are minimum requirements. |
| 2. PURPOSE <i>(new section)</i> | 2.1. The purpose of the City's Fair Wage policy is to: <ul style="list-style-type: none"> a) ensure that Contractors and Sub-Contractors pay their Employees reasonable Wages and Benefits for work performed on City of Hamilton Construction Contracts; and b) to create a level playing field in procurement competitions so that no Contractor or Sub-Contractor secures an unfair competitive advantage over other construction employers by paying wages that are below prevailing norms. |
| 3. INTREPRETATION <i>(formerly section 2)</i> | 3.1. In this Fair Wage Policy and Fair Wage Schedule: <ul style="list-style-type: none"> a) a word defined in or importing the singular number has the same meaning when used in the plural number, and vice versa; b) the provisions shall be read with changes of gender or number as the context may require; c) a reference to any Act, by-law, rule, procedure, regulation or to a provision thereof shall be deemed to include a reference to any Act, by-law, rule, procedure, regulation or provision enacted in substitution or amendment thereof; d) any reference to an officer of the City shall be construed to mean the person holding that office, the designate or delegate of that person. |
| 4. DEFINITIONS <i>(formerly section 3)</i> | 4.1. Capitalized words and phrases used in this Fair Wage Policy and Fair Wage Schedule shall have the following meanings, unless expressly stated otherwise. |

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| Apprentice | as defined by the Building Opportunities in the Skilled Trades Act, 2021, means an individual who, pursuant to a registered training agreement, is receiving or is to receive training in a trade that is required as part of an apprenticeship program; |
| Benefits | shall mean any non-statutory payment to an employee or non-statutory premiums or contributions paid to provide benefits to an employee and shall include employer contributions to such items as a pension plan, Registered Retirement Savings Plan (RRSP), medical plan bonus, retention pay or the like and vacation. Benefits do not include legislated payroll deductions such as Canada Pension Plan ("CPP"), Employer Health Tax ("EHT"), Workplace Safety and Insurance Board ("WSIB") or Employment Insurance Canada ("EIC"); |
| City Council | shall mean the Council of the City of Hamilton; |
| City | shall mean the City of Hamilton, its officers, officials, employees and agents; |
| Construction Contract | <p>shall mean any construction work awarded to a Contractor that is:</p> <ul style="list-style-type: none"> a) an "improvement" to the land as defined in the Construction Act, R.S.O. 1990, c. C.30; b) has a minimum contract value of \$500,000.00 upon award; and includes: <ul style="list-style-type: none"> i) the industrial, commercial and institutional sector; ii) the sewers and watermains sector; iii) the roads sector; iv) the heavy engineering sector, and v) Landscaping Work, c) but does not include: <ul style="list-style-type: none"> i) the residential sector; ii) snow removal; and iii) maintenance work performed to prevent the normal deterioration of the land, building, structure or works or to maintain the land, building, structure or works in a normal, functional state. <p>Construction Contracts that exceed the construction contract threshold of \$500,000 solely as a result of change orders are not covered by the Fair Wage Policy.</p> |

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| Contractor | shall mean any person having a Construction Contract with the City but does not include any person that only supplies materials for the Construction Contract; |
| Employee(s) | shall mean those persons employed by the Contractor or Sub-Contractor who perform work identified in the Fair Wage Schedule, for a Construction Contract with the City; |
| Fair Wage Policy | shall mean the Fair Wage Policy approved by Council; |
| Hours of Work | shall mean the regular hours of work per day and week and shall include a provision for the payment of overtime beyond such regular hours, as per the <i>Employment Standards Act, 2000, S.O. 2000, c.41</i> , specifically Part VIII Overtime Pay; |
| Initiator | shall mean any person who submits a complaint to the City alleging non-compliance with the Fair Wage Policy and Fair Wage Schedule by any Contractor or Sub-Contractor performing construction work on a City Construction Contract. |
| Landscaping Work | shall mean hardscaping, installation and repair of retaining walls, sidewalk's concrete and or stone pavers, fencing installation, grading and sod installation, and tree planting. |
| Manager of Procurement | shall mean the Manager of Policy and Contracts, Procurement Division, or designate. |
| Sub-Contractor | shall mean any person performing work on a City Construction Contract for a Contractor, or an agreement with another Sub-Contractor, but does not include any person that only supplies materials for the Construction Contract; |
| Substantial Performance | as defined in the <i>Construction Act, R.S.O. 1990, c. C.30</i> ; |
| Total Hourly Compensation Rate | shall mean the aggregate amount of Wages and Benefits as stated in the Fair Wage Schedule; |
| Wages | shall mean the Employees basic hourly rate, which is paid as earned at the time of undertaking the work. |

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| <p>5. RESPONSIBILITIES</p> <p>5.1. General</p> | <p>5.1.1. The following persons are responsible for fulfilling the responsibilities detailed in this Policy as follows:</p> |
| <p>5.2. City Responsibilities <i>(formerly section 4)</i></p> | <p>5.2.1. The Director of the Procurement Financial Division shall periodically review the Fair Wage Policy and recommend to the appropriate standing committee of Council any required amendments to the Fair Wage Policy.</p> <p>5.2.2. The Director of Employee & Labour Relations will prepare and review the Fair Wage Schedule from time to time and recommend to the appropriate Standing Committee of Council those amendments to the Fair Wage Schedule.</p> <p>5.2.3. The Manager of Procurement Division shall reference the Fair Wage Policy and Fair Wage Schedule in all City Construction Contracts. The City’s Procurement website will post the Fair Wage Policy and Fair Wage Schedule and Fair Wage Complaint Form at hamilton.ca/procurement.</p> <p>5.2.4. The Manager of Procurement will co-ordinate the preparation of an annual report for the appropriate Standing Committee of Council regarding complaints investigated and resulting audits performed pursuant to the Fair Wage Policy and Fair Wage Schedule.</p> <p>5.2.5. The City shall address a written objection to the administration of the Fair Wage Policy and Fair Wage Schedule.</p> <p>5.2.6. The City is not in any way liable, obligated or responsible to any Employee, Sub-Contractor, Contractor or any other person for the payment of any monies not paid by a Contractor or Sub-Contractor in accordance with the Fair Wage Policy and Fair Wage Schedule, and the City assumes no responsibility to such Employee, Sub-Contractor, Contractor or any other person for the administration and enforcement of the Fair Wage Policy and Fair Wage Schedule.</p> |
| <p>5.3. Ad-Hoc Fair Wage Committee</p> | <p>5.3.1. The City shall participate in an ad hoc Fair Wage committee (“Committee”) to discuss issues and provide a</p> |

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| <p><i>(formerly section 5)</i></p> | <p>forum for consultation regarding issues related to the Fair Wage Policy and Fair Wage Schedule.</p> <p>5.3.2. The Committee shall meet on an as required basis.</p> <p>5.3.3. The Committee, as determined by the City, shall be comprised, as a minimum, of the following members:</p> <ul style="list-style-type: none">a) Director of the City Procurement Division or designate,b) Director of the Employee & Labour Relations Division or designate,c) A representative from:<ul style="list-style-type: none">• Hamilton & District Heavy Construction Association,• Hamilton-Brantford Ontario, Building and Construction Trades Council,• Labourers' International Union of North America,• Christian Labour Association of Canada, and• Merit OpenShop Contractors Association of Ontario. |
| <p>5.4. Contractor and Sub-Contractor Responsibilities <i>(formerly section 6)</i></p> | <p>5.4.1. A Contractor shall ultimately be responsible for any violations or non-compliance of the Contractor and Sub-Contractors on its City Construction Contracts.</p> <p>5.4.2. A Contractor is fully responsible for ensuring that the Contractor and all Sub-Contractors comply with the Fair Wage Policy and Fair Wage Schedule.</p> <p>5.4.3. The Contractor or Sub-Contractor shall not be responsible for any increase to the Fair Wage Schedule which occurs after the closing of the Request for Tenders or Request for Proposals for the City Construction Contract awarded to the Contractor.</p> <p>5.4.4. At the commencement of the work, the Contractor shall post a copy of the Fair Wage Policy and Fair Wage Schedule in a prominent location at the City Construction Contract site to enable Employees of the Contractor and Sub-Contractor to review. Alternate methods may be considered, and if approved by the Manager of Procurement, shall be in writing prior to the commencement of the Construction Contract.</p> |

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| | <p>5.4.5. After Substantial Performance of the Construction Contract, for all Construction Contracts with the City, the Contractor shall provide to the City, in a form acceptable to the City, a statutory declaration confirming that the Contractor and its Sub-Contractors complied with the Fair Wage Policy and Fair Wage Schedule.</p> <p>5.4.6. The City reserves the right to withhold or set-off from the Contractor, a minimum of FIVE THOUSAND DOLLARS (\$5,000.00) from any final payments under the Construction Contract or under any other contract between the City and the Contractor, until the Contractor's sworn statement of compliance is received and deemed to be satisfactory by the City.</p> |
| <p>6. COMPLIANCE <i>(formerly section 7)</i></p> | <p>6.1. A Contractor or Sub-Contractors shall be in compliance with the Fair Wage Policy and Fair Wage Schedule when the Employee receives a minimum compensation package that includes Wages and Benefits, which aggregate amount is not less than the Total Hourly Compensation Rate as set out in the Fair Wage Schedule.</p> <p>6.2. Employees shall be paid on a "pay by pay basis" every pay period in accordance with Fair Wage Schedule. Alternate methods of payment may be considered, and if approved by the Manager of Procurement, shall be in writing prior to the commencement of the Construction Contract. For example, any lump sum pay-out made to the Employee to reconcile money owed at the completion of the Construction Contract is not permitted unless approved in writing by the Manager of Procurement prior to implementation.</p> <p>6.3. Any lump sum payment approved by the Manager of Procurement is to be made no later than the date of Substantial Performance of the related Construction Contract.</p> |
| <p>7. RECORDS <i>(formerly section 8)</i></p> | <p>7.1. The Contractor and Sub-Contractor shall keep records of the names, addresses, Wages, Benefits, vacation paid or provided, and hours worked for all of its Employees to demonstrate compliance with the Fair Wage Policy and Fair Wage Schedule.</p> <p>7.2. Unless otherwise approved by the Manager of Procurement, the Contractor and Sub-Contractor shall</p> |

make these records available for inspection upon request by the City within ten business days.

- 7.3. In any agreement with a Sub-Contractor, the Contractor shall require the Sub-Contractor to:
- a) provide written acknowledgment prior to the commencement of construction work that the Fair Wage Policy and Fair Wage Schedule applies;
 - b) keep records of the names, addresses, Wages, Benefits, vacation paid or provided, and hours worked for all of its Employees to demonstrate compliance with the Fair Wage Policy and Fair Wage Schedule; and
 - c) unless otherwise approved by the Manager of Procurement, make these records available for inspection upon request by the City within ten business days.
- 7.4. If a Contractor or Sub-Contractor enters into a contract for service with a self-employed independent contractor to perform work identified in the Fair Wage Schedule, the Contractor or Sub-Contractor shall keep the following records to demonstrate that the self-employed independent contractor is not an Employee of the Contractor or Sub-Contractor:
- a) duties and responsibilities of both parties;
 - b) self-employed independent contractor invoices;
 - c) self-employed independent contractor HST registration number;
 - d) self-employed independent contractor Workplace Safety and Insurance Board and insurance certificates; and
 - e) self-employed independent contractor trade certificates or licences which relate to the Construction Contract.

Should there be concerns regarding the self-employed independent contractor's degree of dependency from the Contractor or Sub-Contractor, further records shall be made available to demonstrate that an employer employee relationship does not exist between the Contractor or Sub-Contractor and a self-employed independent contractor. The guideline issued by

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| | <p>Canada Revenue Agency RC4110 “Employee or Self-Employed” may be used to assist in making a final determination.</p> |
| <p>8. INSPECTIONS AND AUDITS <i>(formerly section 9)</i></p> | <p>8.1. The City retains the right to inspect and audit the records of the Contractor or Sub-Contractor (as referred to in Section 9. Records) at any time during the period of the Construction Contract and at any time within five (5) years after the date of Substantial Performance of the Construction Contract, regardless if a complaint has been received or not.</p> |
| <p>9. ASSURANCE REPORTS <i>(formerly section 10.4 and 10.5)</i></p> | <p>9.1. If the Contractor or Sub-Contractor fails to keep accurate records, the Contractor or Sub-Contractor will pay a licensed Public Accountant to provide an assurance report, acceptable to the City, which clearly demonstrates compliance with the Fair Wage Policy and Fair Wage Schedule.</p> <p>9.2. Unless otherwise approved by the Manager of Procurement, assurance reports shall be completed and provided to the City within sixty days of City’s notification to the Contractor to provide. Failure to provide the assurance reports within the required timeline shall be deemed to be a material non-compliance with the Fair Wage Policy.</p> |
| <p>10. CONSEQUENCES OF NON-COMPLIANCE 10.1. General <i>(formerly section 10)</i></p> | <p>10.1.1. Upon determining that a Contractor or Sub-Contractor is non-compliant with the Fair Wage Policy or Fair Wage Schedule, the Manager of Procurement:</p> <p>a) shall advise the Contractor, in writing, that it has been determined that the Contractor or Sub-Contractor is non-compliant and that the Contractor or Sub-Contractor is required to rectify the non-compliance(s) and provide written proof of the same, in a form satisfactory to the City, within ten business days;</p> <p>and</p> <p>b) may withhold making payment to the Contractor in an amount which is equal to the shortfall in Wages or Benefits, or may take any other remedies that are otherwise available at law or in equity;</p> <p>and</p> <p>c) shall impose upon the Contractor a minimum cost of \$5,000.00 (excluding taxes) for the City inspection, audit or other action as deemed necessary by the City</p> |

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| | <p>and may deduct or set-off such costs from any payment or payments (as appropriate) under the Construction Contract or under any other contract between the City and the Contractor, or may take any other remedies that are otherwise available at law or in equity. In addition, the Contractor shall be responsible for all the City's costs beyond the minimum cost of \$5,000.00(excluding taxes), which will be payable immediately upon request.</p> <p>10.1.2. Where a Sub-Contractor has been found to be non-compliant, the Contractor shall also be deemed non-compliant and reported to City Council accordingly.</p> |
| <p>10.2. First Instance of Non-Compliance <i>(formerly section 10.2)</i></p> | <p>10.2.1. Where a Contractor or Sub-Contractor has been determined to be non-compliant with the Fair Wage Policy or Fair Wage Schedule for the first time in a five year period, the Manager of Procurement may require the Contractor or Sub-Contractor to pay for and submit a licensed Public Accountant assurance report, acceptable to the City, which verifies compliance with the Fair Wage Policy and Fair Wage Schedule on the next three (3) City Construction Contracts to which the Contractor is awarded or the Sub-Contractor is carried on a Construction Contract.</p> <p>10.2.2. Such assurance report shall provide sufficient information and detail to demonstrate compliance with the Fair Wage Policy and Fair Wage Schedule and shall be submitted after Substantial Performance (as defined in the Construction Act, R.S.O. 1990, c. C.30) of the Construction Contract and prior to the release of money owing the Contractor. The City reserves the right to not release part or all of the money owing on a Construction Contract or under any other contract between the City and the Contractor until such assurance report is received and deemed to be satisfactory by the City.</p> <p>10.2.3. The City reserves the right to treat a first non-compliance as a second or subsequent non-compliance.</p> |
| <p>10.3. Subsequent Instance of Non-Compliance</p> | <p>10.3.1. Where a Contractor or Sub-Contractor has been determined to be non-compliant with the Fair Wage Policy or Fair Wage Schedule for a second or subsequent time within a five (5) year period from the</p> |

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| <p><i>(formerly section 10.3)</i></p> | <p>date of the first determination of non-compliance by the Manager of Procurement, the City, as approved by City Council, may impose a ban and refuse:</p> <ul style="list-style-type: none"> a) to accept any bid, quotation or proposal from such Contractor or Sub-Contractor, or; b) the use of a Sub-Contractor where the Sub-Contractor was determined to be non-compliant with the Fair Wage Policy or Fair Wage Schedule <p>on any City contract for a period of no less than two (2) years from the date of City Council approval or as otherwise approved by City Council, save and except any Construction Contract the Contractor may currently have with the City.</p> <p>10.3.2. Within five (5) years from the date of the expiration of a ban imposed upon a Contractor or Sub-Contractor for non-compliance with the Fair Wage Policy or Fair Wage Schedule, the Manager of Procurement may require the Contractor or Sub-Contractor to pay for and submit a licensed Public Accountant assurance report, acceptable to the City, verifying the previously banned Contractor's or Sub-Contractor's compliance with the Fair Wage Policy and Fair Wage Schedule on at least three City Construction Contracts where:</p> <ul style="list-style-type: none"> a) the previously banned Contractor is awarded a Construction Contract or is carried as a Sub-Contractor on a Construction Contract; or b) the previously banned Sub-Contractor is awarded a Construction Contract or is carried as a Sub-contractor on a Construction Contract. <p>10.3.3. Any determination of non-compliance with the Fair Wage Policy or Fair Wage Schedule during the five-year period may result in a further ban imposed upon the Contractor or Sub-Contractor by City Council on any City Construction Contract.</p> |
| <p>11.COMPLAINTS</p> <p>11.1. Receipt of Complaint</p> | <p>11.1.1. Any person may submit a complaint to the City, alleging non-compliance with the Fair Wage Policy or Fair Wage Schedule, by any Contractor or Sub-Contractor performing construction work on a City Construction Contract. All complaints must be submitted in writing and contain sufficient information in order to investigate the</p> |

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| <p><i>(formerly section 11.1 to 11.5)</i></p> | <p>complaint. The Fair Wage Complaint Form may be completed for this purpose</p> <p>11.1.2. The complaint must be forwarded to the City's Manager of Procurement via email (procurement@hamilton.ca), regular mail or in person to the Procurement Division, Corporate Services Department, 28 James Street North, Suite 400, Hamilton, Ontario L8R 2K1.</p> <p>11.1.3. The complaint may be initiated at any time during the Construction Contract but shall be received by the City no later than 21 calendar days following Substantial Performance of the related Construction Contract.</p> <p>11.1.4. Upon receipt of a complaint, the Manager of Procurement will conduct an initial review of the complaint submitted and advise the Initiator of the minimum investigation fee is and what the likely cost of the investigation will be. The minimum cost of an investigation will be \$5,000.00 (excluding taxes). The City, at its discretion, may waive the cost of an investigation if an Employee is the Initiator of the complaint.</p> <p>11.1.5. The Initiator shall confirm to the City in a timely manner whether or not they would like to proceed with the complaint.</p> |
| <p>11.2. Investigation of the Complaint</p> <p><i>(formerly section 11.6 and 11.7)</i></p> | <p>11.2.1. The City shall take such action or investigation as it deems is necessary to determine whether the Contractor or Sub-Contractor involved or named in the complaint is compliant with the Fair Wage Policy or Fair Wage Schedule. Such action or investigation, as deemed necessary by the City, to determine compliance or non-compliance shall <u>begin</u> within 30 calendar days of receipt of a completed Fair Wage Complaint Form submitted to the Manager of Procurement.</p> <p>11.2.2. Once such action or investigation to determine compliance or non-compliance <u>is completed</u> to the City's satisfaction, the Manager of Procurement shall inform the Initiator and any Contractor or Sub-Contractor involved or named in the complaint of the City's determination of the Contractor's or Sub-Contractor's compliance or non-</p> |

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| | compliance with the Fair Wage Policy or Fair Wage Schedule. |
| 11.3. Initiator is not an Employee of the Contractor or Sub-Contractor <i>(formerly section 11.8 and 11.9)</i> | <p>11.3.1. Whenever a complaint is initiated by a person other than an individual Employee of the Contractor or Sub-Contractor involved or named in the complaint, and said Contractor or Sub-Contractor is found to be compliant with the Fair Wage Policy or Fair Wage Schedule with respect to the complaint, the costs associated with the inspections, audits or other action deemed necessary regarding the investigation of the complaint will be borne solely by the Initiator. Until the Initiator has paid the associated costs to the City, the City will not accept any additional complaints from the Initiator.</p> <p>11.3.2. For the purposes of the City not accepting any additional complaints from the Initiator under previous section of this Fair Wage Policy, a reference to Initiator shall also include an officer, director, a majority or controlling shareholder, or a member of the Initiator, if a corporation; a partner of the Initiator, if a partnership; any corporation to which the Initiator is an affiliate of or successor to, or an officer, a director or a majority or controlling shareholder of such corporation; and any person with whom the Initiator is not at arm's length within the meaning of the Income Tax Act (Canada).</p> |

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| <p>11.4. Initiator is an Employee of the Contractor or Sub-Contractor <i>(New Section)</i></p> | <p>11.4.1. Whenever a complaint is initiated by an Employee of the Contractor or Sub-Contractor involved or named in the complaint and said Contractor or Sub-Contractor is found to be compliant with the Fair Wage Policy or Fair Wage Schedule with respect to the complaint, the costs associated with the inspections, audits or other action deemed necessary regarding the investigation of the complaint will be borne by the City.</p> <p>11.4.2. For any second or consecutive Fair Wage complaint lodged by an Employee where the Contractor or Sub-Contractor has been found to be compliant with the Fair Wage Policy or Fair Wage Schedule with respect to the complaint, the costs associated with the inspections, audits or other action deemed necessary regarding the investigation of the complaint may be paid by the Employee.</p> <p>11.4.3. The Director of Procurement shall have discretion to waive the investigation fee or any costs associated with the complaint.</p> |
| <p>11.5. Confidentiality <i>(formerly section 11.10)</i></p> | <p>11.5.1. The City shall make every effort to safeguard the confidentiality of each Initiator’s identity and the City will do its best efforts not to disclose this information. However, this information is subject to the provisions of the <i>Municipal Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c. M.56</i>. For greater certainty and direction regarding how such issues of confidentiality will be handled and may affect an Initiator’s rights, the Initiator should reference the City’s policies related to Freedom of Information.</p> |
| <p>12. APPEALS PROCESS <i>(formerly section 12)</i></p> | <p>12.1. Contractors, Sub-Contractors or Initiators may feel aggrieved and may seek to dispute the outcome of a Fair Wage complaint process. If anyone wishes to appeal the outcome of a Fair Wage complaint, they shall write to the Director of Procurement Division within five business days of being notified of the Fair Wage complaint outcome and provide a detailed statement outlining the grounds of the appeal and request a meeting with the Director of Procurement.</p> |

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| | <p>12.2. If no resolution satisfactory to both parties has been achieved, the Contractor, Sub-Contractor or Initiator will have three business days from the date of the meeting with the Director of Procurement Division to make a formal written request with the Director of Procurement Division to meet with the General Manager of the Client Department issuing the Construction Contract and the General Manager of Finance and Corporate Services regarding their complaint. The General Managers will make the final decision regarding the outcome of the Fair Wage complaint process.</p> |
| <p>13. APPRENTICES <i>(new section)</i></p> | <p>13.1. The City encourages Contractors and Sub-Contractors to hire and train Apprentices under approved apprenticeship programs in Ontario. Apprentices will be assessed based on the appropriate government agency certification criteria and approved program.</p> <p>13.2. Employees reported as Apprentices not properly registered or are utilized at the jobsite in excess of the ration of journeyperson permitted under the approved program, must be paid the applicable Total Hourly Rate for that work. The Contractor or Sub-Contractor shall be required to provide evidence of the Apprentice’s registration at any time.</p> <p>13.3. The proper Total Hourly Compensation Rates to be paid to Apprentices are:</p> <ul style="list-style-type: none"> a) as set out in the Fair Wage Schedule; or b) where no Apprentice rate or calculation is identified in the Fair Wage Schedule, as specified by a particular industry program in which they are enrolled, expressed as a percentage of the journeyperson rate on the wage determination, multiplied by 24%. |
| <p>14. FAIR WAGE SCHEDULE AND UPDATES <i>(formerly section 13)</i></p> | <p>14.1. Unless otherwise approved by Council, the Manager of Procurement shall update Total Hourly Compensation Rates each year to reflect a “two-year lag” rather than a three-year lag in accordance with the following:</p> <ul style="list-style-type: none"> a) based upon the wages set out in the respective collective agreements two years prior to the current year. For example, the updated rates in |

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| | <p>2025 shall be based upon the 2023 hourly rates (two years preceding 2025);</p> <ul style="list-style-type: none">b) calculated by increasing the respective collective agreement's hourly wage rates by no more than 24%; andc) frozen for the two-year term, pending a review by the Ad Hoc Committee of transitioning to a one-year lag effective 2026, unless otherwise approved by Council. |
| RELATED DOCUMENTS | <p>The following related documents are referenced in this Policy:</p> <ul style="list-style-type: none">1. <i>Fair Wage Schedule</i> |
| HISTORY | <p>This policy replaces the former policy named Fair Wage Policy, approved by City Council on June 12, 2019, Report FCS19035/HUR19008</p> |

Fair Wage Schedule

Road Work

| Work Performed | Total Hourly Compensation Rate |
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| Excavators, draglines, gradalls, clams (on site), Grader "A", fine grade bulldozer, Pitman type cranes, self-erecting tower cranes, Hydra-lift truck mounted hydraulic cranes, boom truck. | \$59.56 |
| Clams (yard operation), mechanics, welders. | \$58.56 |
| Curb Machine, self-propelled power drills, hydraulic, etc., bulldozer operators, all front-end loader operators, scrapers (self-propelled), dozer 815 type, off highway vehicles and concrete paver, pulverizer, asphalt grinder and asphalt planer, Mixer man on asphalt plant. | \$58.14 |
| Engineers on boilers (with papers), asphalt spreader (self-propelled), asphalt roller, Shuttlebuggy. | \$57.99 |
| Farm and industrial type tractor operators with excavating attachments, rubber-tire backhoes, grader operator 'B', snippers, hydro axe and tree farmer, feller buncher, hydro shear, trenching machines, caisson boring machines under 25 H.P., lubrication unit operator, skid steer loaders, Kubota skid steer loaders, Kubota bobcat type excavators and those less than 65 H.P. and similar types, skidder type equipment with hydraulic and cable attachments. | \$57.81 |
| Boiler fireman (without papers), burnerman on asphalt plant. | \$57.31 |
| Roller Operator (asphalt) 'B', mobile sweeper. | \$56.93 |
| Farm and industrial type tractor, (towed and self-propelled compaction units), grade rollerman, including self-propelled rubber-tired grade rollers. | \$56.61 |
| Heavy Equipment Operator Apprentice/Trainee 0 - 1,000 Hours: 65% of the current base rate for the machine which they are operating. | |
| Heavy Equipment Operator Apprentice/Trainee 1,001 - 2,000 Hours: 75% of the current base rate for their classification. | |
| Heavy Equipment Operator Apprentice/Trainee 2,001 - 2,500 Hours: 85% of the current base rate for their classification. | |
| Heavy Equipment Operator Apprentice/Trainee 2,500 Hours and all related training: 100% at the rate of pay in the appropriate schedule. | |

"Open-Cut" Work for Sewer and Watermain Construction

| Work Performed | Total Hourly Compensation Rate |
|---|---------------------------------------|
| Engineers operating cranes, clams, excavators, derricks, pile-drivers, gradalls, mobile cranes, self-erecting tower cranes, caisson boring machines 25 H.P. and over, side-booms and similar equipment, Pitman type cranes. Grader Operator "A" and fine grade bulldozer operator, Hydra- Lift truck mounted hydraulic cranes, boom truck drivers. | \$59.87 |
| Heavy Duty Field mechanics and equipment repair welders. | \$58.57 |
| Operators of bulldozers, tractors, scrapers, emcos, grader "B", all frontend loaders or similar equipment, farm and industrial tractors with excavating attachments, rubber-tire backhoes, trenching machines, caisson boring machines under 25 H.P., snippers, hydro axe and tree farmer, feller buncher, hydro shear, lubrication unit operator, skid steer loaders, Kubota skid steer loaders, Kubota Bobcat type excavators and those less than 65 H.P. and similar types, skidder type equipment with hydraulic and cable attachments, curb machines and self-propelled power drills, hydraulic, etc., off highway vehicles. | \$58.44 |
| Servicemen on excavators, compressors, pumps, self-propelled rollers, operators of 5 or more heaters. | \$57.06 |
| Oilers, greasers, mechanics helpers - Third Year | \$56.57 |
| Oilers, greasers, mechanics helpers - Second Year | \$55.33 |
| Oilers, greasers, mechanics helpers - First Year | \$54.09 |
| Heavy Equipment Operator Apprentice/Trainee 0 - 1,000 Hours: 65% of the current base rate for the machine which they are operating. | |
| Heavy Equipment Operator Apprentice/Trainee 1,001 - 2,000 Hours: 75% of the current base rate for their classification. | |
| Heavy Equipment Operator Apprentice/Trainee 2,001 - 2,500 Hours: 85% of the current base rate for their classification. | |
| Heavy Equipment Operator Apprentice/Trainee 2,500 Hours and all related training: 100% at the rate of pay in the appropriate schedule. | |

Tunnel Work

| Work Performed | Total Hourly Compensation Rate |
|---|---------------------------------------|
| Engineers operating all hoists hoisting materials out of shafts, tuggers, and derricks with lifting capacity over 2,000 pounds, self-erecting tower cranes, compressor house set-up man, self-propelled power drills, hydraulic, etc. | \$59.83 |
| Heavy Duty Field Mechanics. | \$58.84 |
| Engineers operating shaft hoist, tuggers, and derricks, 2,000 pounds or less, compressor operators 500 CFM or over. | \$58.71 |
| Heavy Equipment Operator Apprentice/Trainee 0 - 1,000 Hours: 65% of the current base rate for the machine which they are operating. | |
| Heavy Equipment Operator Apprentice/Trainee 1,001 - 2,000 Hours: 75% of the current base rate for their classification. | |
| Heavy Equipment Operator Apprentice/Trainee 2,001 - 2,500 Hours: 85% of the current base rate for their classification. | |
| Heavy Equipment Operator Apprentice/Trainee 2,500 Hours and all related training: 100% at the rate of pay in the appropriate schedule. | |

Flushing, CCTV Inspection, Hydro Excavation and Air Excavation

| Work Performed | Total Hourly Compensation Rate |
|--|---------------------------------------|
| Hydro/Air Excavation Tradesperson, Straight Vac Tradesperson | \$44.86 |
| Helper: Hydro/Air Excavation Tradesperson, Straight Vac Tradesperson | \$38.89 |
| CCTV, Combo Flushing, Pipe Cleaning | \$42.43 |
| Hydro/Air Excavation Tradesperson, Straight Vac Tradesperson | \$41.30 |
| Helper: Hydro/Air Excavation Tradesperson, Straight Vac Tradesperson | \$35.70 |
| CCTV, Combo Flushing, Pipe Cleaning | \$41.30 |
| Heavy Equipment Operator Apprentice/Trainee 0 - 1,000 Hours: 65% of the current base rate for the machine which they are operating. | |
| Heavy Equipment Operator Apprentice/Trainee 1,001 - 2,000 Hours: 75% of the current base rate for their classification. | |
| Heavy Equipment Operator Apprentice/Trainee 2,001 - 2,500 Hours: 85% of the current base rate for their classification. | |
| Heavy Equipment Operator Apprentice/Trainee 2,500 Hours and all related training: 100% at the rate of pay in the appropriate schedule. | |

Crane and Equipment Rental

| Work Performed | Total Hourly Compensation Rate |
|--|---------------------------------------|
| Engineers operating: cranes with a manufacturer's rating of over 164 to 219 tons capacity. | \$64.62 |
| Engineers operating: cranes with a manufacturer's rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes. | \$63.81 |
| Engineers operating: all convention and hydraulic type cranes, save and except those set out in Article 1.1 above, crawler cranes, clams, shovels, gradalls, backhoes, draglines, dredges - suction and dipper, mobile truck cranes including Galleon and Austin-Western type, and all rough terrain type hydraulic cranes, 15 ton capacity and over boom truck, gantry cranes, creter cranes, side booms, power hoist, mine hoist, chimney hoist, overhead cranes, tower type man and material hoists, piledrivers, caisson boring machines and drill rigs. Heavy duty mechanics, qualified maintenance welders, and 2nd Class Stationary Engineers. Mobile concrete pump 42 metre boom and over. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over, telescopic belt conveyors. | \$62.74 |
| Boom trucks of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity. | \$62.15 |
| Operators of: bullmoose, Boom trucks of less than 10 ton capacity, air compressor feeding low pressure into air locks, bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front end loaders, industrial tractors with attachments, trenching machines, mucking machines, mobile concrete pumps save and except those set out in Article 1.2 (a) above, side loaders, end booms, mobile pressure grease units, elevators, and Dinky locomotive type engines. 3rd Class Stationary Engineers. Kubota Type Backhoe and Skid Steer Loader. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type cranes. | \$60.39 |
| Operators of: batching and crushing plants, 6" discharge pumps and over, air tuggers, wellpoint systems and all other types of dewatering systems, concrete mixers of one cubic yard and over, fork lifts, portable air compressors over 150 C.F.M., boom trucks, "A" Frames, post hole augers, and off-highway aggregate haulers; gas, diesel or steam driven generators over 50 H.P. (portable). Servicemen and 4th Class Stationary Engineers. Rock trucks, telehandlers, hydrovacs. | \$58.30 |

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|--|---------|
| Operators of: Rollers on grade work, driver mounted compaction units, concrete conveyors, and concrete pumps. Firemen and attendants for forced air, gas or oil burning temporary heating units of 500,000 BTU or over per hour; or five (5) or more heating units on the same job site; 2nd year mechanic's helper and signalman. | \$55.96 |
| Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same job site, and driver mounted power sweeper. 1st year mechanic's helper, truck crane oiler drivers, and oilers. | \$55.11 |
| Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate: | \$1.55 |
| Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate: | \$3.10 |
| Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate | \$4.96 |
| Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate: | \$6.20 |
| Engineers operating 52 metre boom and over - rate per hour above the applicable rate: | \$2.48 |
| Engineers operating high pressure stationary concrete pumps and placing booms including pumps working underground - rate per hour above the applicable rate: | \$2.48 |

Steel Erection or Mechanical Installations

| Work Performed | Total Hourly Compensation Rate |
|--|---------------------------------------|
| Engineers operating: cranes with a manufacturer's rating of over 164 to 219 tons capacity. | \$64.49 |
| Engineers operating: cranes with a manufacturer's rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes. | \$63.69 |
| Engineers operating: all conventional & hydraulic type cranes, save and except those set out in Article 1.1 above, crawler cranes, clams, shovels, gradalls, backhoes, draglines, dredges - suction and dipper, mobile truck cranes including Galleon and Austin-Western type, and all rough terrain type hydraulic cranes, 15 ton capacity and over boom truck, gantry cranes, creter cranes, side booms, power hoist, mine hoist, chimney hoist, overhead cranes, tower type man and material hoists, piledrivers, caisson boring machines and drill rigs. Heavy duty mechanics, qualified maintenance welders, and 2nd Class Stationary Engineers. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over. | \$62.62 |

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| Boom trucks of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity. | \$62.05 |
| Operators of: bullmoose, Boom trucks of less than 10 ton capacity, air compressor feeding low pressure into air locks, bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front-end loaders, industrial tractors with attachments, trenching machines, mucking machines, mobile concrete pumps, side loaders, end booms, mobile pressure grease units, elevators, and Dinky locomotive type engines. 3rd Class Stationary Engineers. Kubota Type Backhoe and Skid Steer Loader. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type cranes. | \$61.26 |
| Operators of: batching and crushing plants, 6" discharge pumps and over, air tuggers, wellpoint systems and all other types of dewatering systems, concrete mixers of one cubic yard and over, fork lifts, portable air compressors over 150 C.F.M., boom trucks "A" Frames, post hole augers, and off-highway aggregate haulers; gas, diesel or steam driven generators over 50 H.P. (portable). Servicemen and 4th Class Stationary Engineers. Rock trucks, telehandlers, hydrovac. | \$59.61 |
| Operators of: Rollers on grade work, driver mounted compaction units, concrete conveyors, and concrete pumps. Firemen and attendants for forced air, gas or oil burning temporary heating units of 500,000 BTU or over per hour; or five (5) or more heating units on the same job site; 2nd year mechanic's helper and signalman. | \$56.11 |
| Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same job site, and driver mounted power sweeper. 1st year mechanic's helper, truck crane oiler drivers, and oilers. | \$55.08 |
| Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate: | \$1.55 |
| Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate: | \$3.10 |
| Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate: | \$4.96 |
| Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate: | \$6.20 |
| Engineers operating highrise placing booms and pumps working underground - rate per hour above the applicable rate: | \$1.86 |
| Engineers operating mobile concrete pumps 52 metre boom and over - rate per hour above the applicable rate: | \$2.48 |

Foundation, Piling and Caisson Boaring

| Work Performed | Total Hourly Compensation Rate |
|---|---------------------------------------|
| Engineers operating: cranes with drill attachments, cranes with piling lead attachments, cranes with vibratory hammers, rotary drill rigs with a manufacturer's rated torque of greater than 270 kNm. | \$63.14 |
| Engineers operating: service cranes, including but not limited to, carry deck cranes, self-erecting cranes and spider-type cranes, rotary drill rigs with a manufacturer's rated torque from 190 kNm to 270 kNm, mechanics, churn drills, power mounted drills. | \$61.64 |
| Engineers operating: excavator mounted vibratory hammers, tie back machines, rotary drill rigs with a manufacturer's rated torque of less than 190 kNm, welders, winches of all descriptions | \$60.70 |
| Front-end loaders, bulldozers (including 815 type) and similar equipment, boom trucks, Kubota type backhoe, skid steer loader, rock trucks, hydrovacs, *Excavator, Tractor Loader Backhoe. | \$60.12 |
| Tuggers, forklifts, telehandlers. | \$57.39 |
| Drillers, drillers helpers | \$55.91 |
| Mechanics helpers | \$54.86 |
| Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate: | \$1.55 |
| Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate: | \$3.10 |
| Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate: | \$4.96 |
| Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate: | \$6.20 |

Excavating

| Work Performed | Total Hourly Compensation Rate |
|---|---------------------------------------|
| Engineers operating: draglines, cranes including but not limited to Self-erecting Cranes and Carry Deck Cranes. Heavy Duty Mechanics. Spider-type Cranes. | \$60.08 |
| Engineers operating: shovels, backhoes, hoptoes, gradalls and similar equipment, whip hammer, power mounted drills, *fine grade bulldozers. | \$59.48 |
| Welders. | \$59.67 |
| Operators of tractors, scrapers, emcos, graders, overhead loaders, front-end loaders, industrial tractors with excavating attachments, | \$58.65 |

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| compressor operators. Kubota Type Backhoe and Skid Steer Loader. Rock trucks, Hydrovacs. | |
| Mechanic's helpers and servicemen | \$56.18 |
| Oiler-Grademen and Oiler-Drivers. | \$55.61 |
| Compactors. | \$55.73 |
| Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate: | \$1.55 |
| Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate: | \$3.10 |
| Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate: | \$4.96 |
| Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate: | \$6.20 |

Hamilton Building and Construction Work

| Work Performed | Total Hourly Compensation Rate |
|--|---------------------------------------|
| Engineers operating: cranes with a manufacturer's rating of over 164 to 219 tons capacity. | \$63.15 |
| Engineers operating: cranes with a manufacturer's rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes. | \$62.60 |
| Engineers operating: all conventional and hydraulic type cranes, save and except those set out in Article 1.1 above, 15 ton capacity and over boom truck, clams, shovels, gradalls, backhoes, draglines, piledrivers, all power derricks, gantry cranes, caisson boring machines (over 25 HP), and similar drill rigs, mine hoists, and all similar equipment working on land or water, overhead cranes, chimney hoists, multiple drum hoists, single drum hoists (over 12 stories), single drum hoists of manual friction and brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, and hydraulic skoopers. heavy duty mechanics, qualified welders and 2nd Class Stationary Engineers and self-propelled hydraulic drills. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over. | \$61.67 |
| Pitman type cranes of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity. | \$61.07 |

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|---|---------|
| Operators of: air tuggers used for installation of vessels, tanks, machinery, and for steel erection; side booms on land or water; man and material hoist and single drum hoists 12 stories and under not of a manual friction and brake type; elevators, monorails, bullmoose type equipment of 5 ton capacity or over, air compressor feeding low pressure into air locks, tunnel mole. 3rd Class Stationary Engineer. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type cranes. | \$60.49 |
| Operators of: bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front-end loaders, side loaders, industrial tractors with excavating attachments, trenching machines, and all similar equipment, mobile concrete pumps, Pitman type cranes under 10 ton capacity, mobile pressure grease units, mucking machines, hydraulically operated utility pole hole digger, and Dinky locomotive type engines. 4th Class Stationary Engineers. Kubota Type Backhoe and Skid Steer Loader. Rock trucks, Hydrovacs. | \$60.28 |
| Operators of: batching and crushing plants, 6" discharge pumps and over, wellpoint systems and all similar systems, concrete mixers of 1 cubic yard and over, gas, diesel, or steam driven generators over 50 HP (portable), fork lifts over 8' lifting height, air tuggers except those in Group 1.3, caisson boring machines (25 HP and under), drill rigs, post hole diggers, portable air compressors 150 CFM and over, and concrete pumps. Signalman, telehandlers. | \$57.39 |
| Operators of: boom trucks, "A"Frames, driver mounted compaction units, bullmoose type equipment under 5 ton capacity, fork lifts 8' and under in lifting height and conveyors. Firemen. Permanent automatically controlled elevators on Commercial and Institutional buildings. | \$56.15 |
| Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same job site, hydraulic jacking equipment for underground operations, portable air compressors under 150 CFM where attendant is required, and driver mounted power sweepers. Attendants for forced air, gas, or oil burning temporary heating units of 500,000 BTU's or over per hour, or, five (5) or more on the same job site, oilers, oiler-drivers, and mechanics helpers. | \$54.66 |
| 2nd Year: | \$52.48 |
| 1st Year: | \$49.84 |
| Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate: | \$1.55 |
| Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate: | \$3.10 |
| Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate: | \$4.96 |

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|---|--------|
| Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate: | \$6.20 |
| Engineers operating highrise placing booms and pumps working underground - rate per hour above the applicable rate: | \$1.86 |
| Engineers operating mobile concrete pumps 52 metre boom and over - rate per hour above the applicable rate: | \$2.48 |

Excavation and Site Preparation

| Work Performed | Total Hourly Compensation Rate |
|---|---------------------------------------|
| Engineers operating: draglines, cranes including but not limited to Self-erecting Cranes and Carry Deck Cranes. Heavy Duty Mechanics. Spider-type Cranes. | \$60.07 |
| Engineers operating: shovels, backhoes, hoptoes, gradalls and similar equipment, whip hammer, power mounted drill. | \$59.26 |
| Welders. | \$59.67 |
| Operators of: bulldozers (including 815 type), tractors, scrapers, emcos, graders, overhead loaders, front-end loaders, industrial tractors with excavating attachments, compressor operators. Kubota Type Backhoe and Skid Steer Loader. Rock trucks, Hydrovacs. | \$58.43 |
| Mechanic's helpers and Servicemen. | \$56.18 |
| Oiler-Grademen and Oiler-Drivers. | \$55.61 |
| Compactors. | \$55.73 |
| Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate: | \$1.55 |
| Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate: | \$3.10 |
| Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate: | \$4.96 |
| Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate: | \$6.20 |
| Engineers operating highrise placing booms and pumps working underground - rate per hour above the applicable rate: | \$1.86 |
| Engineers operating mobile concrete pumps 52 metre boom and over - rate per hour above the applicable rate: | \$2.48 |

Apprentices

| Work Performed |
|---|
| Indentured Apprentices (except Tower Crane Apprentices) 0 to 2,000 hours worked: 50% of Licensed Journeyman Base Rate |
| Indentured Apprentices (except Tower Crane Apprentices) 2,001 to 4,000 hours worked: 65% of Licensed Journeyman Base Rate |
| Indentured Apprentices (except Tower Crane Apprentices) 4,001 to 6,000 hours worked: 80% of Licensed Journeyman Base Rate |
| Indentured Tower Crane Apprentices 0 to 2,000 hours worked: 50% of Licensed Journeyman Base Rate |
| Indentured Tower Crane Apprentices 2,001 to 3,000 hours worked: 75% of Licensed Journeyman Base Rate |
| Heavy Equipment Operator Apprentices 0 to 1,000 Hours: 50% of the current base rate for the machine which they are operating. |
| Heavy Equipment Operator Apprentices 1,001 - 2,000 Hours: 60% of the current base rate for their classification. |
| Heavy Equipment Operator Apprentices 2,001 - 2,500 Hours: 75% of the current base rate for their classification. |
| Heavy Equipment Operator Apprentices 2,500 Hours and all related training: 100% at the rate of pay in the Collective Agreement. |
| Concrete Pump Operator Apprentices 0 to 1,200 hours worked: 50% of the hourly wage rate as set out in Article 1.3 and Schedule "A". |
| Concrete Pump Operator Apprentices 1,201 to 2,000 hours worked: 75% of the hourly wage rate as set out in Article 1.3 and Schedule "A". |

Labourers – Sewer Watermain, Roads Building Paving, Parking Lots, Bridge Rehab

| Work Performed | Total Hourly Compensation Rate |
|--|---------------------------------------|
| Labourer, including Wire Mesh and Pump Man (3" disc. and under), Hydro Vac | \$48.82 |
| Skilled Labourer including but limited to Concrete Screedman, Puddler, Floatman, Bob-Cat/Skid Steer Loader, Driver etc., Concrete Mixer (under 1 cubic yard), Dinky Motor Man, Scrootcrete Driver, Rammax, Tramper O.P. (remote controlled or otherwise) | \$49.35 |
| Crawler Type Drillman, Powderman | \$52.08 |
| Asphalt Raker, Trenchless Technologist, Carpenters, Cement Finisher, Catch Basin Constructors, Man Hole Valve Chamber Constructors, Top Person (sewer and watermain) | \$50.75 |
| Pipelayers (all types & materials), Grademan | \$51.37 |

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|--|---------|
| Rodman Reinforcing installers, Curb Setter, Gutter, Brick Setter, Interlock and Stone Paving | \$49.79 |
| Working Foreperson | \$56.33 |
| Watchman | \$32.53 |
| Traffic Control Person | \$45.88 |

Labourers - Bridge Building, Underpasses, Overpasses, Pedestrian retaining walls connected with dams etc.

| Work Performed | Total Hourly Compensation Rate |
|---|--------------------------------|
| Labourer, including Carpenter Helpers, Form Stripper (all types) including the complete stripping of material to be reused (wood or otherwise), Scaffold Erector all types (including false work systems), Dismantler, Fence Erector (chain link, guard rail etc), Pumpman (3" disc. and under), Brokk system and glycol temporary heating system | \$49.62 |
| Skilled Labourers including but not limited to Concrete Smoother, Patcher, Puddle, Floatman, Bob-Cat\Skid Steer Loader, Driver etc., Operator of all machine driven tools by gas, electricity and air in open cut work, Crane Signalman, Sheeting & Shoring and Timberman, Rammax, Trumper O.P. (remote controlled or otherwise) | \$50.16 |
| Powderman, Crawler Type Driller | \$52.45 |
| Carpenters | \$51.55 |
| Rodman | \$50.90 |
| Concrete Finisher | \$51.30 |
| Pile Driving (all types and all operation related thereto), including Welder | \$50.28 |
| Working Foreperson | \$57.13 |
| Watchman | \$32.53 |
| Traffic Control Person | \$45.26 |

Labourers - Mining and Tunneling Operation

| Work Performed | Total Hourly Compensation Rate |
|---|--------------------------------|
| Labourer | \$50.34 |
| Underground Labourer, Reinforced Concrete Worker, Smoother, Puddler, Screedmen, Floatman, Carpenter, Pipelayer (all types & material), Concrete Mixer Man (1 cubic yard), Scootcrete, | \$51.06 |

| | |
|--|---------|
| Farmtractor and Locomotive Driver, Scooptran Driver, Cage Tender, Trackman, Pressweld and Concrete Pumpman | |
| Concrete Leader | \$51.37 |
| Pumpman (3" disc. and under), Pit Bottom Man, Deck Man, Signal Man | \$50.69 |
| Pile Driving all types and all operations related thereto | \$51.50 |
| Mucker and Miner Helper, Conveyor Attendants, Grout Machine Man, Welder, Diamond Drill, Drill Docker and Steel Sharpener | \$51.68 |
| Shield Driver, Mole Driver (TBM Operator), Lead Miner | \$51.99 |
| Powderman | \$52.06 |
| Fence Erector | \$51.93 |
| Working Foreperson | \$56.66 |
| Watchman and Dryman | \$49.70 |

Labourers, Mason Tenders, and Cement Finishers - Hamilton ICI

| Work Performed | Total Hourly Compensation Rate |
|--|--------------------------------|
| General Labourer, Form Worker, Concrete Worker, Jackhammer Operator, Vibrator Operator, Forklift Operator, Pump Operator, Compressor Operator, Truck Driver, Barman, Mixerman, Pumpman, Precast Erector, Equipment Operator and Plasterers Tender. | \$42.45 |
| Foreperson Rate: Premium of extra hourly wages equal to at least, 10% of the base rate. | \$46.69 |
| Swamper/Forklift Operator Rate: premium per hour | \$44.31 |
| Refractory Worker Rate: premium per hour | \$42.94 |
| Mason Tender 1 (Labourer performing Mason Tender Duties) | \$44.37 |
| Mason Tender 2 (Mason Tender working as a forklift operator, mixer, brick expiditer and lead scaffold erector) | \$45.28 |
| Red Brick Mason Tender: premium over the base hourly rate. | \$45.55 |
| Apprentice: 70% of applicable rate for the first 800 hours | \$31.06 |
| Apprentice: 80% of applicable rate for the next 800 hours | \$35.49 |
| Apprentice: 90% of applicable rate for the next 800 hours | \$39.93 |
| Cement Finisher | \$45.92 |
| Cement Finisher - 1st Year Apprentice (65%) 1000 hours | \$29.85 |
| Cement Finisher - 2nd Year Apprentice (75%) 1500 hours | \$34.43 |
| Cement Finisher - 3rd Year Apprentice (85%) 1500 hours | \$39.04 |

Waterproofing

| Work Performed | Total Hourly Compensation Rate |
|---|---------------------------------------|
| Waterproofer | \$42.45 |
| Waterproofing Foreperson: 10% above the current journey person's rate | \$46.69 |
| Lead Hand: 5% above the current journey person's rate | \$44.57 |
| Apprentice: 70% of applicable rate for the first 800 hours | \$29.71 |
| Apprentice: 80% of applicable rate for the next 800 hours | \$33.96 |
| Apprentice: 90% of applicable rate for the next 800 hours | \$38.20 |

Plasterers

| Work Performed | Total Hourly Compensation Rate |
|---|---------------------------------------|
| Plasterer | \$44.93 |
| Foreperson | \$46.79 |
| Apprentice: 50% of applicable rate for 1st year | \$22.46 |
| Apprentice: 60% of applicable rate for 2nd year | \$26.96 |
| Apprentice: 70% of applicable rate for 3rd year | \$31.45 |
| Apprentice: 85% of applicable rate for 4th year | \$38.19 |

Precast Erectors

| Work Performed | Total Hourly Compensation Rate |
|--|---------------------------------------|
| General Precast Labourers | \$44.16 |
| Precast Erectors and Finishers | \$46.19 |
| Welder Certified | \$46.30 |
| Working Foreperson | \$50.20 |
| Apprentice: 65% of applicable rate for the first 800 hours | |
| Apprentice: 70% of applicable rate for 800-1600 hours | |
| Apprentice: 75% of applicable rate for 1600-2400 hours | |
| Apprentice: 80% of applicable rate for 2400-3200 hours | |
| Apprentice: 100% of applicable rate after 3500 hours | |

Marble, Tile, Terrazzo, Cement Masons, Resilient Floor Layers and Their Helpers

| Work Performed | Total Hourly Compensation Rate |
|--|---------------------------------------|
| Marble Mason | \$54.70 |
| Terrazzo Tile Mechanic | \$54.46 |
| Base Machine Operator | \$52.96 |
| Terrazzo Helper | \$52.61 |
| Marble Tile Helper | \$52.61 |
| NEW Helper | \$41.65 |
| Apprentice: 50% of journeyperson rate for the first term (1800 hours) | |
| Apprentice: 65% of journeyperson rate for the second term (1800 hours) | |
| Apprentice: 80% of journeyperson rate for the third term (1800 hours) | |
| Apprentice: 90% of journeyperson rate for the fourth term (1800 hours) | |

Bricklayers, Masons, and Plasterers

| Work Performed | Total Hourly Compensation Rate |
|---|---------------------------------------|
| Bricklayers, Masons, and Plasterers | \$58.32 |
| Restoration Masonry | \$52.68 |
| Apprentice 1st Period - 50% of a Journeyperson's rate | |
| Apprentice 2nd Period - 65% of a Journeyperson's rate | |
| Apprentice 3rd Period - 80% of a Journeyperson's rate | |
| Apprentice 4th Period - 90% of a Journeyperson's rate | |

Glaziers and Metal Technicians

| Work Performed | Total Hourly Compensation Rate |
|--|---------------------------------------|
| Journeyperson Architectural Glass and Metal Technician with Certificate of Qualification | \$50.51 |
| Apprentice 1 (0-2000 hrs) - 55% | \$27.78 |
| Apprentice 2 (2001-3000 hrs) - 60% | \$30.31 |
| Apprentice 3 (3001-4000 hrs) - 65% | \$32.82 |
| Apprentice 4 (4001-5000 hrs) - 70% | \$35.35 |
| Apprentice 5 (5001-6000 hrs) - 75% | \$37.88 |

| | |
|------------------------------------|---------|
| Apprentice 6 (6001-7000 hrs) - 80% | \$40.40 |
| Apprentice 7 (7001-8000 hrs) - 85% | \$42.93 |

Elevator Constructors

| Work Performed | Total Hourly Compensation Rate |
|---------------------------------|--------------------------------|
| Elevator Mechanic | \$77.76 |
| Probationary Helper I | \$38.89 |
| Probationary Helper II | \$42.77 |
| Helper I | \$54.44 |
| Helper II | \$58.32 |
| Improver Helper | \$62.21 |
| Adjuster | \$87.48 |
| Mechanic-in-Charge (4-9) | \$87.48 |
| Mechanic-in-Charge (10-19) | \$89.43 |
| Mechanic-in-Charge (20 or more) | \$90.98 |

Heat and Front Insulators (Asbestos)

| Work Performed | Total Hourly Compensation Rate |
|-------------------------------|--------------------------------|
| Journeyman Insulator | \$60.61 |
| 4th Year Apprentice | \$49.64 |
| 3rd Year Apprentice | \$42.40 |
| 2nd Year Apprentice | \$35.15 |
| 1st Year Apprentice | \$27.92 |
| Probationary Insulator | \$33.26 |
| Provisional Insulator | \$39.39 |
| Probationary Asbestos Remover | \$31.04 |
| Asbestos Remover Level 1 | \$31.04 |
| Asbestos Remover Level 2 | \$34.72 |
| Asbestos Remover Level 3 | \$34.60 |

Millwrights

| Work Performed | Total Hourly Compensation Rate |
|----------------|--------------------------------|
| Journeyman | \$59.11 |
| Foreperson | \$69.03 |

| | |
|-------------------------------|---------|
| Sub-foreperson | \$64.07 |
| Apprentice 0-1999hrs (60%) | \$35.46 |
| Apprentice 2000-3999hrs (70%) | \$41.38 |
| Apprentice 4000-5999hrs (80%) | \$47.29 |
| Apprentice 6000-8000hrs (90%) | \$53.20 |

Plumbers, Steamfitters and Pipefitters

| Work Performed | Total Hourly Compensation Rate |
|---------------------------|--------------------------------|
| Journeyman | \$61.29 |
| Foreperson | \$68.65 |
| Apprentice 1st Term (40%) | \$24.52 |
| Apprentice 2nd Term (50%) | \$30.65 |
| Apprentice 3rd Term (60%) | \$36.78 |
| Apprentice 4th Term (70%) | \$42.91 |
| Apprentice 5th Term (80%) | \$49.03 |

Welders

| Work Performed | Total Hourly Compensation Rate |
|---------------------------------|--------------------------------|
| Journeyman and Welder | \$72.99 |
| Refrigeration Apprentice Term 1 | \$28.71 |
| Refrigeration Apprentice Term 2 | \$36.34 |
| Refrigeration Apprentice Term 3 | \$44.74 |
| Refrigeration Apprentice Term 4 | \$53.27 |
| Refrigeration Apprentice Term 5 | \$61.68 |
| Welder Apprentice Term 1 | \$28.71 |
| Welder Apprentice Term 2 | \$44.74 |
| Welder Apprentice Term 3 | \$61.68 |
| Junior Maintenance Mechanic | \$28.71 |
| Maintenance Mechanic | \$36.34 |

Electrical Workers

| Work Performed | Total Hourly Compensation Rate |
|------------------------|--------------------------------|
| Journeyman Electrician | \$61.40 |
| Foreperson | \$70.62 |

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|-----------------------------|---------|
| Apprentice 1st Period (40%) | \$24.56 |
| Apprentice 2nd Period (50%) | \$30.70 |
| Apprentice 3rd Period (60%) | \$36.84 |
| Apprentice 4th Period (70%) | \$42.98 |
| Apprentice 5th Period (80%) | \$49.13 |

Painters – Commercial

| Work Performed | Total Hourly Compensation Rate |
|---|--------------------------------|
| Journeyman Painter - Commercial | \$42.54 |
| Foremen | \$45.02 |
| Sub-Foremen, Spraymen, and Sandblasters | \$43.78 |
| Swing Stage Men, Paperhangers, Fabric Hangers, and Signwriters | \$43.16 |
| Apprentice 1 - 1000 hours (The higher of \$18.00 or 50% of journeyman wages) | \$22.32 |
| Apprentice 1001 - 2000 hours (The higher of \$18.00 or 50% of journeyman wages) | \$22.32 |
| Apprentice 2001 - 4000 hours (55% of journeyman wages + \$4.15 per hour) | \$28.54 |
| Apprentice 4001 - 6000 hours (65% of journeyman wages + \$4.15 per hour) | \$32.80 |
| 6001+ Registered Journeyman (75% of journeyman wages + \$4.15 per hour) | \$37.05 |
| 6001+ Unregistered Journeyman (75% of journeyman wages) | \$31.91 |
| Apprentice Helper (\$11.00 or minimum wage; whichever is greater) | \$21.33 |

Painters – Industrial

| Work Performed | Total Hourly Compensation Rate |
|---|--------------------------------|
| Journeyman Painter - Industrial | \$49.36 |
| Foremen | \$51.84 |
| Sub-Foremen, Spraymen, and Sandblasters | \$50.60 |
| Swing Stage Men, Paperhangers, Fabric Hangers, and Signwriters | \$49.98 |
| Apprentice 1 - 1000 hours (The higher of \$18.00 or 50% of journeyman wages) | \$24.69 |
| Apprentice 1001 - 2000 hours (The higher of \$18.00 or 50% of journeyman wages) | \$24.69 |
| Apprentice 2001 - 4000 hours (55% of journeyman wages + \$4.15 per hour) | \$32.30 |

| | |
|---|---------|
| Apprentice 4001 - 6000 hours (65% of journeyperson wages + \$4.15 per hour) | \$37.24 |
| 6001+ Registered Journeyperson (75% of journeyperson wages + \$4.15 per hour) | \$42.17 |
| 6001+ Unregistered Journeyperson (75% of journeyperson wages) | \$37.03 |
| Apprentice Helper (\$11.00 or minimum wage; whichever is greater) | \$21.33 |

Allied Trades

| Work Performed | Total Hourly Compensation Rate |
|--|---------------------------------------|
| Journeyperson: Drywall Finishers (Tapers), Plasterers, Fireproofing Insulators, Acoustic Sprayers, Hazardous Material Workers, Exterior Insulated Finishing Systems Applicators, Exterior Stucco Applicators, Sprayed Polyurethane Applicators, Air/Vapour Barrier Workers, and all other workers performing any work described in Article 3 of Appendix "B" herein the Province of Ontario. | \$53.37 |
| Working Foreperson | \$61.38 |
| Apprentice Drywall Finishers (Tapers) and Plasterers: 1 - 2400 hours worked - 55% of Journeyperson Rate | \$29.35 |
| Apprentice Drywall Finishers (Tapers) and Plasterers: 2401 - 3600 hours worked - 65% of Journeyperson Rate | \$34.70 |
| Apprentice Drywall Finishers (Tapers) and Plasterers: 3601 - 5400 hours worked - 75% of Journeyperson Rate | \$40.03 |
| Non-Certified Journeyperson Drywall Finishers (Tapers) and Plasterers - 90% of Journeyperson Rate | \$48.04 |
| Trainee Hazardous Material Worker: 1 - 900 hours worked | \$24.71 |
| Trainee Hazardous Material Worker: 901 - 3600 hours worked | \$33.57 |
| Trainee Hazardous Material Worker: After 3600 hours worked (Non-Certified Journeyperson) | \$42.59 |
| Apprentice Hazardous Material Worker: 1 - 900 hours worked | \$29.26 |
| Apprentice Hazardous Material Worker: 901 - 2400 hours worked | \$36.03 |
| Apprentice Hazardous Material Worker: 2401 - 3000 hours worked | \$39.02 |
| Apprentice Hazardous Material Worker Certified: After 3000 hours worked (Certified Journeyperson) | \$47.17 |
| Fire Stopping: 1 - 1500 hours worked | \$23.86 |
| Fire Stopping: 1501 - 2400 hours worked | \$26.66 |
| Fire Stopping: 2401 - 3600 hours worked | \$29.91 |
| Fire Stopping: 3601 - 5400 hours worked | \$36.95 |
| Fire Stopping: After 5400 hours worked (Journeyperson) | \$37.58 |
| Residential Fire Stopping: 1 - 1500 hours worked | \$22.95 |
| Residential Fire Stopping: 1501 - 3600 hours worked | \$24.86 |

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|---|---------|
| Residential Fire Stopping: 3601 - 5400 hours worked | \$28.06 |
| Residential Fire Stopping: After 5400 hours worked (Journeyperson) | \$32.07 |
| Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: 1 - 1000 hours worked | \$21.66 |
| Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: 1001 - 2000 hours worked | \$23.66 |
| Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: 2001 - 3000 hours worked | \$26.76 |
| Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: 3001 - 3600 hours worked | \$30.62 |
| Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: 3601 - 4000 hours worked | \$30.93 |
| Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: After 4000 hours worked (Journeyperson) | \$38.75 |
| Apprentice Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barriers: 1 - 1200 hours worked | \$21.69 |
| Apprentice Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barriers: 1201 - 2400 hours worked | \$28.92 |
| Apprentice Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barriers: 2401 - 3600 hours worked | \$34.39 |
| Apprentice Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barriers: 3601 - 5400 hours worked | \$40.13 |
| Apprentice Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barriers: After 5400 hours worked (Journeyperson) | \$42.46 |
| Trainee Spray Fireproofers: 1 - 2000 hours worked | \$23.94 |
| Trainee Spray Fireproofers: 2001 - 4000 hours worked | \$26.47 |
| Trainee Spray Fireproofers: 4001 - 5400 hours worked | \$29.02 |
| Trainee Spray Fireproofers: After 5400 hours worked | \$31.62 |
| Apprentice Spray Fireproofers: 1 - 900 hours worked | \$25.79 |
| Apprentice Spray Fireproofers: 901 - 2000 hours worked | \$27.45 |
| Apprentice Spray Fireproofers: 2001 - 4000 hours worked | \$34.31 |
| Apprentice Spray Fireproofers: 4001 - 5400 hours worked | \$41.16 |
| Apprentice Spray Fireproofers: After 5400 hours worked (Journeyperson) | \$45.74 |

Roofers

| Work Performed | Total Hourly Compensation Rate |
|-------------------------|--------------------------------|
| Foreperson | \$54.42 |
| Journeyman | \$54.27 |
| Roofing Assistant | \$45.21 |
| 3rd Year Apprentice | \$42.51 |
| 2nd Year Apprentice | \$37.37 |
| 1st Year Apprentice | \$35.44 |
| Pre-Apprentice | \$28.68 |
| Roofer Material Handler | \$52.03 |

Sheet Metal

| Work Performed | Total Hourly Compensation Rate |
|---|--------------------------------|
| Journeyman | \$57.33 |
| Foreperson A (3 - 10 workers) premium rate | \$6.01 |
| Foreperson B (11 - 20 workers) premium rate | \$7.50 |
| Foreperson C (over 20 workers) premium rate | \$8.99 |
| 1st Year Apprentice | \$27.04 |
| 2nd Year Apprentice | \$30.79 |
| 3rd Year Apprentice | \$34.73 |
| 4th Year Apprentice | \$41.35 |
| 5th Year Apprentice | \$48.34 |

Sheeter/Decker

| Work Performed | Total Hourly Compensation Rate |
|--|--------------------------------|
| Sheeter / Decker | \$57.10 |
| Sheeter / Decker Foreperson A (3 - 10 workers) premium rate | \$6.01 |
| Sheeter / Decker Foreperson B (11 - 20 workers) premium rate | \$7.50 |
| Sheeter / Decker Foreperson C (over 20 workers) premium rate | \$8.99 |
| Sheeter / Decker Assistant | \$52.75 |
| Material Handler #2 | \$37.86 |
| Material Handler #1 | \$30.63 |
| Probationary Employee | \$23.27 |

Ironworkers: Bridge, Structural, Ornamental and Reinforcing Iron Workers

| Work Performed | Total Hourly Compensation Rate |
|----------------------------|---------------------------------------|
| Base Wage (Journeyperson) | \$59.66 |
| GF Foreperson | \$71.59 |
| Foreperson | \$66.82 |
| Apprentice 0 - 1000 hrs | \$35.80 |
| Apprentice 1000 - 2000 hrs | \$41.76 |
| Apprentice 2000 - 3000 hrs | \$44.74 |
| Apprentice 3000 - 4000 hrs | \$47.73 |
| Apprentice 4000 - 5000 hrs | \$50.70 |
| Apprentice 5000 - 6000 hrs | \$53.69 |

Rodmen: Bridge, Structural, Ornamental and Reinforcing Iron Workers

| Work Performed | Total Hourly Compensation Rate |
|----------------------------|---------------------------------------|
| Base Wage (Journeyperson) | \$57.24 |
| Foreperson | \$67.16 |
| Sub-Foreperson | \$63.44 |
| Apprentice 0 - 500 hrs | \$34.35 |
| Apprentice 500 - 1000 hrs | \$40.06 |
| Apprentice 1001 - 2000 hrs | \$45.79 |
| Apprentice 2001 - 3000 hrs | \$51.51 |
| Apprentice 3001 - 4000 hrs | \$54.37 |

Carpenters

| Work Performed | Total Hourly Compensation Rate |
|---|---------------------------------------|
| Acoustic / Drywall | \$55.24 |
| Pre-Apprentice - 55% of journeyperson rate | \$30.38 |
| Apprentice 1st Term - 55% of journeyperson rate (0-1800 hrs) | \$30.38 |
| Apprentice 2nd Term - 60% of journeyperson rate (1801-2700 hrs) | \$33.15 |
| Apprentice 3rd Term - 70% of journeyperson rate (2701-3600 hrs) | \$38.68 |
| Apprentice 4th Term - 80% of journeyperson rate (3601-4500 hrs) | \$44.19 |
| Apprentice 5th Term - 85% of journeyperson rate (4501-5400 hrs) | \$45.22 |

Carpenters

| Work Performed | Total Hourly Compensation Rate |
|---|--------------------------------|
| Hardwood Floor Layer | \$55.24 |
| Apprentice 1st Term - 55% of journeyperson rate | \$30.38 |
| Apprentice 2nd Term - 60% of journeyperson rate | \$33.15 |
| Apprentice 3rd Term - 70% of journeyperson rate | \$38.68 |
| Apprentice 4th Term - 80% of journeyperson rate | \$44.19 |
| Apprentice 5th Term - 85% of journeyperson rate | \$46.96 |

Carpenters

| Work Performed | Total Hourly Compensation Rate |
|---|--------------------------------|
| Resilient Floor and Carpet Layer | \$52.79 |
| Apprentice 1st Term - 50% of journeyperson rate (0-2000 hrs) | \$29.03 |
| Apprentice 2nd Term - 60% of journeyperson rate (2001-3000 hrs) | \$31.67 |
| Apprentice 3rd Term - 70% of journeyperson rate (3001-4000 hrs) | \$36.95 |
| Apprentice 4th Term - 80% of journeyperson rate (4001-5000 hrs) | \$42.23 |
| Apprentice 5th Term - 85% of journeyperson rate (5001-6000 hrs) | \$44.86 |

Carpenters

| Work Performed | Total Hourly Compensation Rate |
|--|--------------------------------|
| Caulker | \$41.73 |
| Trainee 1st Term (0-1800 hrs) | \$23.29 |
| Trainee 2nd Term (1801-3600 hrs) | \$31.10 |
| Trainee 3rd Term (3601-5400 hrs) | \$35.28 |
| Trainee 4th Term (5401-7200 hrs) Fire Stop Trainee | \$38.48 |

Boilermakers

| Work Performed | Total Hourly Compensation Rate |
|----------------------|--------------------------------|
| General Foreperson | \$75.71 |
| Foreperson | \$71.99 |
| Assistant Foreperson | \$67.03 |

| | |
|-------------------------------|---------|
| Journeyperson | \$64.57 |
| 4th Year Apprentice (1) (90%) | \$58.08 |
| 3rd Year Apprentice (1) (80%) | \$51.63 |
| 2nd Year Apprentice (1) (70%) | \$45.17 |
| 1st Year Apprentice (1) (60%) | \$38.70 |
| Pre-Apprentice (60%) | \$38.70 |

Landscaping

| Work Performed | Total Hourly Compensation Rate |
|---------------------------------------|---------------------------------------|
| Labourer | \$27.35 |
| Working Foreperson | \$33.38 |
| Skilled Labourer | \$30.33 |
| Entry Level / Student | \$21.99 |
| Working Foreperson - SOD Installation | \$29.88 |
| Skilled Labourer - SOD Installation | \$26.85 |
| Sod Installer - SOD Installation | \$22.32 |